



SDI FINAL EVALUATION FORM 1.1

PART 1:

Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	2013_BJEMT_7941
Title of the Manuscript:	Recruitment and Selection in the Nigerian Public Service: Nature, Challenges and Way Forward

PART 2:

FINAL EVALUATOR'S comments on revised paper (if any)	Authors' response to final evaluator's comments
The main changes requested for this paper have not been made. It seems like the author only puts some paper sections to another place without reworking sections content. In my opinion the author has to rework more its paper. The author has to rework : - The theoretical sections of his paper (sections 2 and 3) that remain too superficial because these sections do not deal recruitment and selection related especially to Nigerian public services in depth. These sections give the impression to read a HRM book that gives general points on recruitment and selection. But in my opinion the paper would gain more soundness if the author presents in these sections a review of the literature that studied recruitment and selection in Nigerian context and/or in public services of Niger or other African countries. As a result I think it would be more appropriate to shorten general points on recruitment and selection in sections 2 and 3 in order to present and develop researches about recruitment/selection in Public service/Nigerian context from a theoretical point of view. Some sections are not positioned at the right place: for example, in section 2 related to recruitment, the author deals with selection (section 2.2) and validity of selection methods (section 2.3). These sections have to be placed in section 3 related to selection. I also wonder about the interest of sections 3.1 to 3.4: in my opinion, it would be more appropriate to shorten these sections that treat only about general points related to recruitment and selection. - The practical sections (sections 4 to 6) have also to be reworked because no references are mentioned in the text. While the author mentions references in theoretical sections (section 2 to 3), we do not find which references were used and analysed in sections 4 to 6. The author writes he used reports from the media, the newspapers, blogs, ... but none of these documents are quoted in the text (especially in sections 5 and 6) and in bibliography. Some quotations of the documents that were studied would be welcome because the reader doesn't know if the author gives his own opinion in the text or if the arguments that are used come from specific documents. Comparisons between the author findings and similar studies that would have been developed in theoretical sections would be welcome I don't think Section 1.1 is put on the right place: I think it would be better to put this section before section 4. Some misprints are still present in the text	The paper covers touches recruitment and selection as it affects Nigerian Public service. See lines 34-51 I would want to believe that none of the points mentioned is not important Effectuated as suggested. Effectuated as suggested The larger part of section 6 represents the author's opinion which is very much in order and does not contradict any research ethics. And please refer to line 426 where the author referred to an authority whose idea was used.